



Navy Leadership and Equal Opportunity

prepared for

Equal Opportunity Advisor Conference

26 NOV 01

YOUR BOSS'S ROLE



■ **LEADERSHIP COMMITMENT IS THE**



**TO ACHIEVING EQUAL OPPORTUNITY
IN THE NAVY**

YOUR ROLE



■ NOT ONLY BE ADVISORS...BE
INFLUENCERS

FIRST STEP TO
INFLUENCING YOUR BOSS
IS DEVELOPING A

RELATIONSHIP

NAVY EO PHILOSOPHY

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graph TD; NP[NAVY EO PHILOSOPHY] --- B[ ]; CNP[CNP] --> B; CNO[CNO] --> B; B <--> R[RELATIONSHIP]; R <--> BF[CAPT BOB FORD]; R <--> TD[CAPT TOM DANIEL]; BF <--> TD;
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CNP

CNO

RELATIONSHIP

**CAPT
BOB
FORD**

**CAPT
TOM
DANIEL**

DEVELOPING THE RELATIONSHIP

■ ESTABLISH *CREDIBILITY*

– COMMUNICATION IS ESSENTIAL

» DO NOT COME TO BOSS ONLY WHEN PROBLEM ARISES. ESTABLISH ROUTINE PARTICIPATION THAT KEEPS THE BOSS INFORMED!

» METHODOLOGY

- 1) WEEKLY EMAILS TO ESTABLISH STATUS REPORT
- 2) ROUTINE PHONE CALLS
- 3) FACE-TO-FACE: PARTICIPATE IN WEEKLY DEPARTMENTAL MEETINGS WITH OTHER COMMAND LEADERSHIP
- 4) HARDCOPY: ESTABLISH A ROUTINE REPORT (MONTHLY, QUARTERLY OR WEEKLY)

■ ONCE CREDIBILITY IS ESTABLISHED, YOU CAN GAIN *ACCESS*

DEVELOPING THE RELATIONSHIP



■ ASSESSING YOUR BOSS'S PRIORITIES

- IS EQUAL OPPORTUNITY A PRIORITY?
- IS IT EVEN ON HIS HORIZON?
- IS YOUR BOSS PROACTIVE OR REACTIVE ON THE EO FRONT?
- WHAT IS HIS PERSPECTIVE?

■ PROACTIVE VS. REACTIVE

- IF NOT ASKED, THEN WHAT?
 - » GIVE ROUTINE STATUS REPORTS ANYWAY.
 - » OUTLINE TO THE BOSS A SKED OF REPORTING STATUS. THEN DO IT!
 - » PROVIDE A PRODUCT TO DELIVER TO BOSS.

DELIVER A PRODUCT

■ MANY VIEW EO NEGATIVELY RATHER THAN POSITIVELY. PROVIDE POSITIVE SPIN...HOW?

- BE A PROBLEM SOLVER
- PROVIDE AWARENESS
 - » UPDATE BOSS ON STATUS OF OVERALL NAVY EO (DATA FROM PERS-00H ON CASES, ETC.)
- PRODUCE HARD DATA
 - » TOOLS THAT ARE ALREADY PRESENT:
 - COMMAND CLIMATE SURVEYS
 - EO FOCUS GROUPS

■ EOA BEST PRACTICES